

**Gonzales Independent School District**  
**Gonzales Junior High**  
**2024-2025 Goals/Performance Objectives/Strategies**



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# Goals

**Goal 1:** Gonzales Junior High will focus on enhancing student learning through the work provided to students.

**Performance Objective 1:** The students at Gonzales Junior High will get 74% approaches, 50% Meets and 23% Masters for the 2025 STAAR Reading Assessment.

**Evaluation Data Sources:** Checkpoint and grading period assessments  
Mock STAAR  
STAAR Results


Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All Reading teachers will build lessons with high rigor, following the TEKS Resource System, while incorporating differentiated strategies in their classroom that promote literacy with all of their students.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have greater knowledge of the high rigor expectations for Reading TEKS in the YAG. Students will be learning at a higher rigor in the classroom with more academic discourse evident in the classroom. Student scores in all assessments taken throughout the school year will reflect this.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Classroom Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 2 Details		Reviews			
<b>Strategy 2:</b> All 6th, 7th and 8th Grade Reading teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional delivery and student results for all students. <b>Strategy's Expected Result/Impact:</b> Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom to improve instruction in the classroom. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 <b>Strategy's Expected Result/Impact:</b> Improve overall performance of all students on benchmark and state assessments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

**Goal 1:** Gonzales Junior High will focus on enhancing student learning through the work provided to students.

**Performance Objective 2:** Gonzales Junior High will see an increase of overall student performance for each student in 6th-8th grade in their Reading scores from the 2024 STAAR Reading Assessment to the 2025 STAAR Reading Assessment with 60% Approaches, 30% Meets, and 15% Masters

- HB3 Goal**
- Evaluation Data Sources:** -Checkpoint and grading period assessments  
-Mock STAAR  
-STAAR results




Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 1:</b> All Math teachers will build lessons with high rigor, following the TEKS Resource System, while incorporating differentiated strategies in their classroom that promote math concepts with all of their students. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach, Classroom Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All 6th-8th grade Math teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional deliver and student results for all students. <b>Strategy's Expected Result/Impact:</b> Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Develop and execute a professional development plan for secondary Math teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 <b>Strategy's Expected Result/Impact:</b> Improve overall performance of all students on benchmark and state assessments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** Gonzales Junior High will focus on enhancing student learning through the work provided to students.

**Performance Objective 3:** Gonzales Junior High will increase overall Science performance on STAAR from 60% approaches, 35% meets, 15% masters to 71%, 37%, 24% respectively.

**Evaluation Data Sources:** -Checkpoints and grade period assessments  
 -Mock STAAR  
 -STAAR Results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop a district wide instructional framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. <b>Strategy's Expected Result/Impact:</b> Improve overall performance of Tier I and Tier II students on benchmark assessments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All 6th-8th grade Science teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional deliver and student results for all students. <b>Strategy's Expected Result/Impact:</b> Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Develop and execute a professional development plan for secondary Science teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 <b>Strategy's Expected Result/Impact:</b> Improve overall performance of all students on benchmark and state assessments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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**Goal 1:** Gonzales Junior High will focus on enhancing student learning through the work provided to students.

**Performance Objective 4:** Gonzales Junior High will increase overall Social Studies performance on STAAR from 55% approaches, 25% meets, 16% masters to 73%, 40%, 21% respectively.

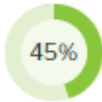
**Evaluation Data Sources:** -Checkpoint and grading period assessments  
 -Mock STAAR  
 -STAAR results







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop a district wide instructional framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. <b>Strategy's Expected Result/Impact:</b> Improve overall performance of Tier I and Tier II students on benchmark assessments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All 6th-8th grade Social Studies teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional deliver and student results for all students. <b>Strategy's Expected Result/Impact:</b> Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Develop and execute a professional development plan for secondary Social Studies teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 <b>Strategy's Expected Result/Impact:</b> Improve overall performance of all students on benchmark and state assessments. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** Gonzales Junior High will provide equitable instructional services for student success.

**Performance Objective 1:** Gonzales Junior High will increase Emergent Bilingual student performance by June 2024, the percentage of Emergent Bilingual students making at least one English proficiency level progress on TELPAS will be maintained at 38%.

**Evaluation Data Sources:** TELPAS Scores  
STAAR Scores  
Data Meetings

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide supplemental language programs, professional development, and resources to support language acquisition and academic development of Emergent Bilinguals, including Gifted and Talented and Special Education, to meet the challenging state academic standards. July 2024, August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025. <b>Strategy's Expected Result/Impact:</b> Improve overall performance of EB students on district assessments Student usage reports STAAR results TELPAS progress <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Classroom Teachers  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 2 Details		Reviews			
<b>Strategy 2:</b> All 7th grade Math teachers will build lessons with high rigor, following the TEKS Resource System, while incorporating differentiated strategies in their classroom that promote literacy with all of their students. <b>Strategy's Expected Result/Impact:</b> Teachers will have greater knowledge of the high rigor expectations for Math TEKS in the YAG. Students will be learning at a higher rigor in the classroom with more academic discourse evident in the classroom. Student scores in all assessments taken throughout the school year will reflect this. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Classroom Teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Students in Languages Other Than English in grades 6-12, will gain high school foreign language credit through actual class enrollment or credit by exam. Professional development and instructional materials will be provided to support the program.  August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 <b>Strategy's Expected Result/Impact:</b> District Assessments High school credit obtained <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Classroom Teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					






**Goal 2:** Gonzales Junior High will provide equitable instructional services for student success.

**Performance Objective 2:** Gonzales Junior High will provide equitable services to meet the needs of students in special programs.

Gonzales Junior High will increase Special Education student performance:  
45% of Special Education students in grades 6-8 will approach grade level standard on the STAAR for reading and math.

- Evaluation Data Sources:** -Checkpoint and grading period assessments  
-Mock STAAR  
-STAAR results







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Gonzales Junior High will create an aligned instructional delivery framework for students of special populations.  <b>Strategy's Expected Result/Impact:</b> Shared understanding of student and staff expectations for instructional delivery designed to meet the needs of all students <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach, Classroom Teachers  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. The district will establish procedures for child find, referrals and evaluations.  <b>Strategy's Expected Result/Impact:</b> Meeting the needs of all students <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach, Special Education Department Lead  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Gonzales Junior High will continue to implement a research based Multi-Tiered System of Support. <b>Strategy's Expected Result/Impact:</b> Meeting the needs of all students <b>Staff Responsible for Monitoring:</b> MTSS, TCLAS	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** Gonzales Junior High will recruit, develop, and retain high-quality staff.

**Performance Objective 1:** Develop innovative recruiting and retention strategies to attract and retain highly qualified candidates at Gonzales Junior High.







**Evaluation Data Sources:** Recruit, support, retain teachers and principals

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Through the Gonzales ISD Mentor Program, mentor support is provided to inexperienced and out-of-field first-year and second-year teachers. (Description 2)  August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 <b>Strategy's Expected Result/Impact:</b> Teachers will be paired with an experience teacher to have a Mentor/Mentee relationship, improving their teaching capabilities. By doing this, the new teachers will be able to grow professionally. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, District Personnel  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Gonzales Junior High will partner with each teacher on campus to determine the areas of need for each individual teacher with regards to professional learning and professional growth. <b>Strategy's Expected Result/Impact:</b> Teachers will continue to grow professionally, which will in return help their students grow academically throughout the school yea <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Secondary Instructional Coach, Teachers  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 3:** Gonzales Junior High will recruit, develop, and retain high-quality staff.





**Performance Objective 2:** Gonzales Junior High will unlock and foster the potential of all teachers on campus, so that they continue to develop and build their instructional practices in the classroom.

**Evaluation Data Sources:** Tracking teacher performance on T-TESS  
Weekly walkthroughs for all teachers  
T-TESS results






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide professional development to support campus staff to grow professionally and to further enhance their teaching delivery in the classroom.  <b>Strategy's Expected Result/Impact:</b> Tracking teacher performance on T-TESS Weekly walkthroughs for all teachers T-TESS results  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Maintain highly effective staff by implementing walkthroughs in all classrooms throughout the school year. With every teacher receiving at least 4 documented walkthroughs in the fall and 3 documented walkthroughs in the spring.  <b>Strategy's Expected Result/Impact:</b> Tracking teacher performance on T-TESS Weekly walkthroughs for all teachers T-TESS results  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 4:** Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.

**Performance Objective 1:** Gonzales Junior High will have opportunities for families and the community to come to campus throughout the school year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Gonzales Junior High will hold a Meet the Principals night with ACE program where the Title 1 meeting will take place. <b>Strategy's Expected Result/Impact:</b> Community members and family members will be able to meet the administrative team, which will build a stronger bond with the campus. Title 1 Presentation Parent Compact <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals  <b>Title I:</b> 4.1, 4.2 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Gonzales Junior High will hold Reading/Math Nights throughout the school year to help parent engagement with what is going on at the campus. <b>Strategy's Expected Result/Impact:</b> Parents/Guardians will have a better understanding of what their student's are learning while having fun. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Teachers  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Gonzales Junior High will send a monthly newsletter out to all parents/guardians throughout the school year to help increase involvement in campus activities. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement with happenings on campus as well ensuring they know what is going on for the month. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 4.2 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 5:** Gonzales Junior High will provide a safe and secure environment for students and staff.






**Performance Objective 1:** Provide technology services that promote a secure environment for all.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Addition of Aristotle software on the campus. <b>Strategy's Expected Result/Impact:</b> Teachers will continue to monitor student usage for safety, security and appropriate use while using their Chromebooks in class. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> District addition of a campus police officer <b>Strategy's Expected Result/Impact:</b> The police officer and administration work in tangent to ensure safety of all students and staff <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 6:** Gonzales High School will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

**Performance Objective 1:** Gonzales Junior High will hold quarterly budget meetings with campus improvement committee and department head representatives.

**Evaluation Data Sources:** Campus Budget

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Meet monthly to assess classroom needs <b>Strategy's Expected Result/Impact:</b> provide the needed supplies and resources for staff & students <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Counselor		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					